



**Cris-Tim Family Holding S.A.'s non-audit services policy  
approved in the Board of Directors meeting of 11.05.2026**

## **1 Purpose**

This policy regulates the engagement of the external auditor for services that do not concern the financial audit, in order to ensure that its independence and objectivity are not compromised. This aims to reduce risks such as:

- Conflicts of interest;
- The auditor performing a managerial function;
- The auditor who audits his own work;
- Other similar situations that would compromise the independence and objectivity of the external auditor.

## **2 Scope**

This policy applies to all services that do not involve audit services, proposed to be provided by the external auditor, and that are defined as any service that is not required by applicable laws or regulations as part of the statutory audit.

## **3 Non-audit services prohibited**

The external auditor will not provide services that:

- Involve management decision-making roles;
- Include accounting, payroll or preparation of financial statements;
- Refer to the design or implementation of internal controls or IT systems;
- Include valuation services, litigation assistance, or actuarial services;
- Involve legal representation, negotiation or general advisory functions;
- Are related to internal audit, financing strategy or recruitment of personnel for key functions in the financial field;
- Exceed the limit of 70% of the average statutory audit fees for the last three years.

## **4 Non-audit services allowed**

Subject to prior approval, the external auditor may provide:

- Assurance services directly related to the audit (e.g. interim financial reviews);
- Regulatory reporting;
- Due diligence for acquisitions or divestitures, if they do not act for the other party;
- Tax compliance services with insignificant impact on financial statements;
- Services required by law or regulations.

## **5 Approval process**

All non-audit services must be:

- Subject to the approval thresholds set out below, approved by the Audit Committee or its Chairperson (in case of emergency);
- Justified with documents explaining why the auditor is the most suitable provider;
- Tracked and reported to the CFO and the Audit Committee.

Approval thresholds:

- Up to €25,000: Chief Financial Officer or Head of Reporting Department;
- EUR 25,001-50,000: Chair of the audit committee;
- Over €50,000: Audit Committee.

## **6 Monitoring and disclosure**

In order to maintain transparency and ensure compliance with regulatory standards, the Company will implement robust monitoring and disclosure mechanisms for all non-audit services provided by the external auditor, including the following:

- Annual review of policies on auditor independence and rotation;
- Public disclosure of unaudited fees and services in the annual report;
- Internal audit to verify compliance with this policy.

## **7 Review and updates**

This policy will be reviewed annually by the Audit Committee and updated to reflect changes in:

- Regulatory standards;
- Business operations and risk profile;
- Industry-specific compliance needs.

This document has been drafted in English and Romanian. In case of discrepancies between the two versions, the Romanian version shall prevail.